



SEABOURN DRUG AND ALCOHOL POLICY

Drug & Alcohol Policy

It is the policy of Seabourn (hereinafter referred to as the Company) that our vessels be operated safely and with maximum concern for the environment.

1.1 ZERO Tolerance Policy - Illegal Drugs

The Company has a ZERO TOLERANCE policy regarding illegal drug use. The use, sale, possession, or distribution of illegal drugs either on Company vessels or ashore (including while on leave) is prohibited and will absolutely not be tolerated. A positive drug test will be conclusive evidence of prohibited drug use even if the actual drug use occurred while at home or otherwise prior to joining the vessel. Violation of this policy will result in **IMMEDIATE DISMISSAL** and removal from the ship at the first opportunity.

1.2 Alcohol Policy

The consumption or possession of hard liquor onboard a Company vessel, including any alcoholic beverages other than wine, beer or malt beverages, is strictly prohibited. The consumption of wine coolers, beer or malt beverages is limited to those products which are less than or equal to 7.5% alcohol by volume. Crewmembers and officers are permitted to bring unopened bottles of wine onboard the vessel (other than fortified wines). Crewmembers and officers are permitted to bring unopened bottles/cans of beer or malt beverages which are less than or equal to 7.5% alcohol by volume onboard the vessel. The immoderate use of any alcoholic beverage - whether onboard or ashore - is also prohibited if it results in a person being intoxicated onboard a Company vessel. Intoxication is determined by an Alco Scan[®] Breathalyzer test which measures blood alcohol content. Persons who are found to be intoxicated, as defined in Section 4.0 Alcohol Standards—whether Intoxicated On Duty or Intoxicated Off Duty —will be relieved of all duties pending a review and determination of Disciplinary Action.

1.2.1 Disciplinary Action for Intoxication

After review of the matter by the Senior Vice President, Fleet Operations and the Vice President, Human Resources, the individual will either be dismissed, offered the opportunity for rehabilitation as provided in Section 8.0 Rehabilitation Programs, or face alternative disciplinary action. Decisions regarding appropriate disciplinary action will be made on a case-by-case basis.



1.3 Drug and Alcohol Prevention Policy

The Company takes an aggressive stance on the prevention of illegal drug use, sales or possession onboard its vessels or ashore (including while on leave); and in the control of the use of alcohol onboard its vessels.

This includes, but is not limited to:

- Pre-employment testing for drug or alcohol use.
- Random drug and alcohol tests of employees and other personnel onboard.
- Searches of vessels and employees for prohibited drugs.
- Security measures to prevent the introduction of illegal drugs onboard vessels by employees or others.
- Management controls to prevent and discourage the use or possession of illegal drugs onboard or ashore (including while on leave) and the inappropriate use of alcohol onboard Company vessels.
- Prohibiting crewmembers to possess or consume hard liquor or any alcoholic beverages (other than wine or beer) onboard any Company vessel.

1.4 Compliance with Flag State and International Law

In addition, the Company requires full compliance by vessel personnel with all applicable laws, rules and regulations that pertain to the control and use of alcohol or drugs for the flag states of its vessels, as well as the countries within whose waters its vessels sail.